



Establishing a harassment-free campus



KWANSEI GAKUIN

Harassment Prevention and Support Center

Inquiries

If any points are unclear or you have any questions,
please inquire at the Harassment Prevention and Support Center
(ch-soudan-center@kwansei.ac.jp).



Kwansei Gakuin is a learning community which has education and research as its purpose, and which values the mutual respect for the dignity and human rights of all of its members, through teaching based on the principles of Christianity. The Harassment Prevention and Support Center (“Harassment Center”) works to prevent and resolve harassment without tolerating any form of harassment or infringement of human rights, which puts the safety of life on campus for all members at risk, so that all members can be respected as individuals and work or study without having their human rights infringed.

Here at Kwansei Gakuin, we treat sexual harassment, academic harassment, power harassment, as well as harassment concerning pregnancy, childbirth, childcare leave, etc., and other discriminatory behaviors as campus harassment. It is our aim to develop educational/working environments that are free from such infringements of human rights.



What is sexual harassment?

Engaging in unwanted sexual behaviors towards members of Kwansei Gakuin, thereby causing them to suffer disadvantages in their study, teaching, research, or work, and negatively affecting their educational/working environment.

What is academic harassment?

Using superiority as an instructor in education/research against members of Kwansei Gakuin, thereby causing them to suffer unreasonable disadvantages in their study, teaching, research, or work, and negatively affecting their educational/working environment.



What is power harassment?

Using superiority in position or relationship at work against members of Kwansei Gakuin, thereby causing them to suffer unreasonable mental/physical pain in their study, teaching, research, or work, and negatively affecting their educational/working environment.

What is harassment concerning pregnancy, childbirth, childcare leave, etc.?

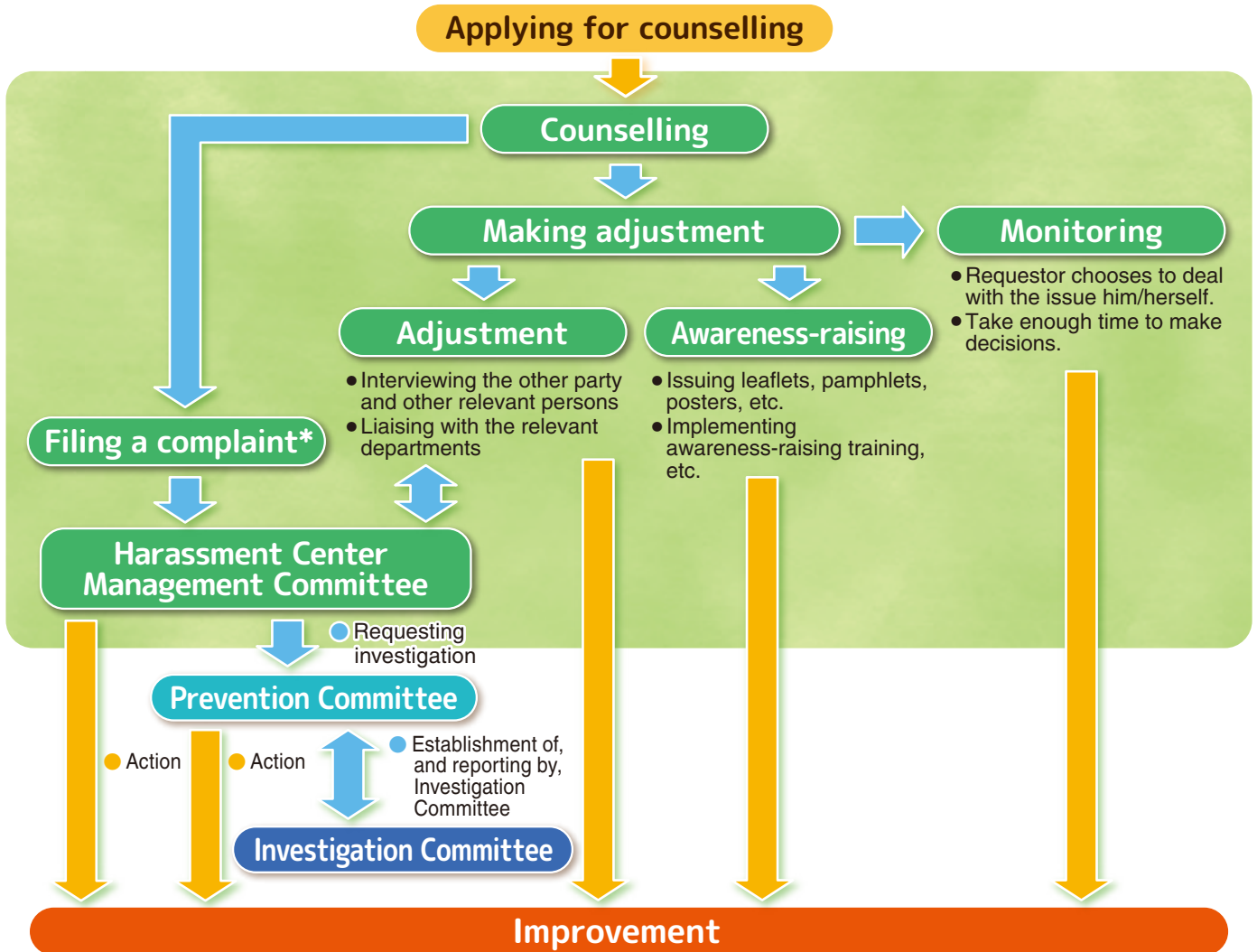
Using position at work, etc. against members of Kwansei Gakuin, thereby causing them to suffer disadvantages in their use of schemes, etc. relating to pregnancy/childbirth, childcare leave, etc. or other disadvantages in their study, teaching, research, or work, and negatively affecting their educational/working environment.

What are other discriminatory behaviors?



Using superiority in position or relationship at work against members of Kwansei Gakuin, thereby causing them to suffer unreasonable disadvantages in their study, teaching, research, or work on the basis of their social background, gender, sexual preference, gender identity, disability, nationality, race, ethnicity, religion, age, appearance, etc., and negatively affecting their educational/working environment.

How the Harassment Center works (overview)



• What can be done at the Harassment Center •

Counselling

- A specialist advisor (certified public psychologist, clinical psychologist, etc.) will listen to you.
- We will carefully listen to what is troubling you, your views or feelings about it, and help you to organize your thoughts or feelings.
- Through counselling, we will confirm your wishes regarding your predicament (what you want to do, what you want to happen).
- Your advisor will provide information and advice to assist you in solving the problem or improving the situation, go through the possible options and their pros and cons with you, and support the choices or decisions you make.

Making adjustment

- Based on the decision you make and the agreement we reach through counselling, we will listen to what the other party and other relevant persons have to say, and explore ways of reconciling the two sides with a view to improving the situation. If necessary, and with your agreement, we will liaise with the relevant departments.
- Awareness-raising (raising awareness within Kwansai Gakuin; issuing leaflets, pamphlets, posters, etc.)

Filing a complaint*

- We will accept your request to investigate the facts of what you suffered, and to make a formal finding of harassment.
The complaint you file will be discussed by the management committee to determine the need to progress your complaint to the next stage.

*Note: For details on what happens after you file a complaint, please refer to the Kwansai Gakuin Campus Harassment Prevention Rules, Kwansai Gakuin Harassment Prevention and Support Center Rules, and Kwansai Gakuin Campus Harassment Investigation Committee Rules, from the Harassment Center's website. <https://ef.kwansai.ac.jp/efforts/harassment>

Applying for counselling

- Prior appointment is required.
- You can book an appointment by scanning the QR code shown to the right, or from <https://forms.office.com/r/7rtwrspYFU>.
- The Harassment Center is located within the Nishinomiya Uegahara Campus. Counselling can be done in person, over the phone, or via Zoom. To avoid miscommunication and to ensure safety, we advise that counselling is done in person, or via Zoom with your camera turned on, whenever possible.
- When you contact us, we may ask you to identify yourself in order to verify that you are entitled to receive counselling from us. You might feel uneasy about revealing your identity, but we will never reveal your identity to anyone outside the Harassment Center without your consent.
- We will do our utmost to protect your privacy, and treat your secrets with strictest confidence.



Opening hours

Mon., Tues., Wed., Fri. 10:30 – 15:30

(excluding public holidays, as well as founding anniversary, year-end and new year, midsummer holiday, and other rest days specified by Kwansei Gakuin)



Target users

- You can consult us if you are yourself—or if the potential offender is—a member of Kwansei Gakuin.
- Students (and their guarantors), researchers, pupils (and their guardians), and teaching staff of the various schools established by Kwansei Gakuin are our primary target.
- Even if you have left our school, etc., you can, as a general rule, still receive our counselling within one year of your departure.
- We can accept enquiries from third parties, but the adjustment-making and filing of complaint are reserved for persons who were directly harmed by harassment.

• Points to note •

- The Harassment Center cannot make a determination of whether or not a given event constitutes harassment.
- It is often possible to improve a problematic situation without determining whether or not a given event constitutes harassment.
- Please take care not to divulge the fact that you are receiving counselling, or the details of that counselling, to the other party or third parties. This is necessary in order to prevent secondary harm that may be caused to you or other related persons, as well as reputational harm and confusion of information.
- Even if you wish to file a complaint without receiving counselling, it may still be necessary to interview you or the other party to facilitate the deliberation by the Management Committee.